

# 2006-2007 PERFORMANCE PLAN – SENIOR INVESTMENT OFFICER, Global Equity (Wood)

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## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
50%	Global Equity Performance	Return deviation in basis points relative to: Global Equity performance benchmark(GLOBLIC vs. CPERSGE2)	> - 50 basis points = 0 > - 10 basis points = 1.0 > + 15 basis points = 1.5
5%	Absolute Return Strategies	Return Relative to: Program Benchmark (SNLCA1 vs. CPERHEDG2)	>+ 0 basis points =0 >+ 50 basis points = 1.0 >+ 100 basis points =1.5
2.5%	Corporate Governance External	Excess return of CalPERS' external managers under the oversight of the Corporate Governance PM relative to their respective benchmarks. Governance funds asset weighted by invested capital. (SN6KA1 vs. CPERSECG or CPERSEC2).	>+75 basis points = 0 >+175 basis points =1.0 >+275 basis points = 1.5
2.5%	Corporate Governance Internal	Excess return of CalPERS Internal Relational Portfolio compared to the Wilshire 2500 (SW8B vs. \$Y082)	> 0 basis points = 0 >+100 basis points = 1.0 >+200 basis points = 1.5
25%	Total Fund	Excess return in basis points relative to: Total Fund Performance Benchmark. (SJ1CA1 vs. CPERSTO2).	> -40 basis points =0 > 0 basis points = 1.0 >+20 basis points = 1.5
85%	Subtotal	Quantitative Measures	

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## *Qualitative Performance Measures*

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	Demonstrate leadership within CalPERS and in the external investment community. Dimensions include leadership: <ul style="list-style-type: none"> <li>• Within Investment Group</li> <li>• Trustees</li> <li>• CalPERS</li> <li>• External Investment Community</li> <li>• Diversity</li> <li>• Succession Plan</li> <li>• Strategic Plan</li> </ul>	Score (0 – 10)  0 = 0 5 = 1.0 10 = 1.5
15%	Subtotal	Qualitative Measures	
100%	Total	Quantitative & Qualitative Measures	

Supervisor's Approval: Original signed by Russell Read

Date: June 7, 2006